

**Staff Senate Attendance Sheet**

Meeting Specifics				
Purpose		Frequency		Senate Chair
Regularly Scheduled		2 <sup>nd</sup> Thursday of every month		Olivia Ellis
Date		Time		Location
04.11.2024		1:00 p.m.		Zoom/Rosenburg Law School Grand Court Room
Committee				
<input checked="" type="checkbox"/> <b>Chair:</b> <b>Olivia Ellis</b>	<input checked="" type="checkbox"/> <b>Vice-Chair:</b> <b>Courtney Chafin</b>	<input checked="" type="checkbox"/> <b>Secretary:</b> <b>Sarah Steen</b>	<input checked="" type="checkbox"/> <b>Treasurer:</b> <b>Carl Harper</b>	<input checked="" type="checkbox"/> <b>Parliamentarian:</b> <b>Chris Larmour</b>
<input type="checkbox"/> <b>PC:</b> <b>Bobbi Jo Allen</b>	<input checked="" type="checkbox"/> James Aaron	<input checked="" type="checkbox"/> Mike Adams	<input checked="" type="checkbox"/> Allissa Anderson	<input type="checkbox"/> Ginger Anderson
<input type="checkbox"/> Dawn Baker	<input checked="" type="checkbox"/> Tiara Ball	<input checked="" type="checkbox"/> Mandi Banahan	<input checked="" type="checkbox"/> Kelley Beverly	<input checked="" type="checkbox"/> Amanda Biddle
<input checked="" type="checkbox"/> Shelly Bishop	<input type="checkbox"/> John Blaine	<input type="checkbox"/> Joshua Borgemenke	<input type="checkbox"/> James Boxx	<input checked="" type="checkbox"/> Sabrina Brewer
<input checked="" type="checkbox"/> Jennifer Bridge	<input checked="" type="checkbox"/> Cynthia Brown	<input checked="" type="checkbox"/> Olwen Burton	<input checked="" type="checkbox"/> Chris Carney	<input type="checkbox"/> AJ Carpenter
<input checked="" type="checkbox"/> Melissa Claar	<input checked="" type="checkbox"/> Christy Coffman	<input type="checkbox"/> Anna Cox	<input type="checkbox"/> Alexandra Curtis	<input checked="" type="checkbox"/> Dale Davis
<input type="checkbox"/> Kevin Duncan	<input checked="" type="checkbox"/> Ann Eads	<input checked="" type="checkbox"/> Rebecca Earls	<input checked="" type="checkbox"/> Rebecca Earls	<input checked="" type="checkbox"/> Ryan Farley
<input checked="" type="checkbox"/> Andrew Fast	<input checked="" type="checkbox"/> Jonnisa Ferguson	<input checked="" type="checkbox"/> Sarah Fitzgerald	<input checked="" type="checkbox"/> Kevin Fleming	<input checked="" type="checkbox"/> Jennifer Fore
<input checked="" type="checkbox"/> Jennifer Fransen	<input checked="" type="checkbox"/> Sandra Frey	<input checked="" type="checkbox"/> Tenia Gatewood	<input checked="" type="checkbox"/> Perry Gibson	<input type="checkbox"/> Sheneda Goforth
<input type="checkbox"/> Beth Goins	<input type="checkbox"/> Kaleb Grey	<input checked="" type="checkbox"/> Joseph Hacker	<input type="checkbox"/> Kel Hahn	<input type="checkbox"/> Charles Hayley
<input checked="" type="checkbox"/> Laura Hall	<input type="checkbox"/> James Hamblin	<input type="checkbox"/> Charla Hamilton	<input checked="" type="checkbox"/> Kyle Hardesty	<input checked="" type="checkbox"/> Lyndall Harned
<input type="checkbox"/>	<input checked="" type="checkbox"/> Catherine Hayden	<input checked="" type="checkbox"/> Ginni Haynes	<input type="checkbox"/> Jaymie Hays	<input type="checkbox"/> Joshua Henry
<input type="checkbox"/> Andrew Hernandez	<input type="checkbox"/> Jennifer Hill	<input checked="" type="checkbox"/> Jordan Hoehler	<input checked="" type="checkbox"/> Dean Holt	<input type="checkbox"/> Kevin Horn-Pacheco
<input checked="" type="checkbox"/> Amanda Hornsby	<input checked="" type="checkbox"/> Jessica Howard	<input checked="" type="checkbox"/> Curtis Hudson	<input checked="" type="checkbox"/> Iyad Jabbour	<input checked="" type="checkbox"/> Amy Jones
<input checked="" type="checkbox"/> Terry Keys	<input checked="" type="checkbox"/> Zachary King	<input type="checkbox"/> Jennifer Knuf	<input checked="" type="checkbox"/> Elizabeth Kostrub	<input checked="" type="checkbox"/> Julieanne Kravetz
<input type="checkbox"/> Kelly Lamping	<input checked="" type="checkbox"/> Brittany Lawrence	<input checked="" type="checkbox"/> Sheena Lee	<input type="checkbox"/> Harrison Levans	<input checked="" type="checkbox"/> Lisa Lockman
<input type="checkbox"/> Amy Lombard	<input checked="" type="checkbox"/> Amy Lorenzo	<input checked="" type="checkbox"/> Fadyia Lowe	<input checked="" type="checkbox"/> Megan Lucy	<input type="checkbox"/> Ashley Marcum
<input checked="" type="checkbox"/> Marie Marefat	<input checked="" type="checkbox"/> Troy Martin	<input checked="" type="checkbox"/> Heather McAtee	<input checked="" type="checkbox"/> Courtney McCalla	<input checked="" type="checkbox"/> Glenn Means III
<input checked="" type="checkbox"/> Tiffany Miller	<input type="checkbox"/> Te'Quisha Miller	<input type="checkbox"/> Stephanie Million	<input type="checkbox"/> Addison Zane Mills	<input checked="" type="checkbox"/> Allison Montero
<input checked="" type="checkbox"/> Krystle Moore	<input checked="" type="checkbox"/> Daniel Naas	<input checked="" type="checkbox"/> Pamela Noble	<input type="checkbox"/> Sarah Orr	<input checked="" type="checkbox"/> Cary Osborne
<input checked="" type="checkbox"/> Karen Owsley McCann	<input checked="" type="checkbox"/> Scott Pappas	<input checked="" type="checkbox"/> Stephanie Peeples	<input checked="" type="checkbox"/> Aaron Peffer	<input checked="" type="checkbox"/> Monica Perez
<input checked="" type="checkbox"/> Kristen Pickett	<input checked="" type="checkbox"/> Tessa Pinkerton	<input type="checkbox"/> Kevin Puckett	<input checked="" type="checkbox"/> Cory Qualls	<input checked="" type="checkbox"/> Covetta Ramey
<input checked="" type="checkbox"/> Tiffany Randolph	<input type="checkbox"/> Gage Redimarker	<input checked="" type="checkbox"/> Stephen Reed	<input checked="" type="checkbox"/> Farhad Rezaei	<input checked="" type="checkbox"/> Ben Rice
<input checked="" type="checkbox"/> Ritchelle Ruiz	<input checked="" type="checkbox"/> Amanda Schagane	<input checked="" type="checkbox"/> Stefan Schagane	<input type="checkbox"/> Sandra Shepherd	<input checked="" type="checkbox"/> Sydney Shields
<input checked="" type="checkbox"/> Carol Simpson	<input type="checkbox"/> Scott Sorrell	<input checked="" type="checkbox"/> Karena Spears	<input checked="" type="checkbox"/> Clem Stambaugh	<input checked="" type="checkbox"/> Tymory Stanton
<input checked="" type="checkbox"/> Hardin Stevens	<input checked="" type="checkbox"/> Nathan Stewart	<input checked="" type="checkbox"/> Andrea Strassburg	<input checked="" type="checkbox"/> Justin Sumner	<input checked="" type="checkbox"/> Nancy Taylor
<input checked="" type="checkbox"/> Preston Thomas	<input checked="" type="checkbox"/> Mindy Thompson	<input checked="" type="checkbox"/> Madeline Trudeau	<input checked="" type="checkbox"/> Aaron Vaught	<input checked="" type="checkbox"/> Allison Walters
<input type="checkbox"/> Jeanine Washington	<input checked="" type="checkbox"/> Halley White	<input checked="" type="checkbox"/> Christine Wildes	<input checked="" type="checkbox"/> Johnna Wilford	<input type="checkbox"/> Alice Williams

<input checked="" type="checkbox"/> Stephen Williams	<input checked="" type="checkbox"/> Elijah Wilson	<input checked="" type="checkbox"/> Laurel Wood	<input type="checkbox"/> Sandy Wooton Gay	<input type="checkbox"/> Misty Wright
<input checked="" type="checkbox"/> Markeda Yarbrough	<input type="checkbox"/> Stephanie Zapata	<input type="checkbox"/>		
Ex Officiis, Visitors and Standing Guests				
<input type="checkbox"/> <b>President Eli Capilouto</b>	<input checked="" type="checkbox"/> <b>EVPFA Eric Monday</b>	<input checked="" type="checkbox"/> <b>Trustee Dave Melanson</b>	<input type="checkbox"/> Richard Amos	<input type="checkbox"/> Provost DiPaola
<input checked="" type="checkbox"/> Melissa Frederick	<input checked="" type="checkbox"/> Catie Lasley	<input type="checkbox"/> Katrice Albert	<input type="checkbox"/> <b>SGA President Lizzy Hornung</b>	<input type="checkbox"/> <b>Faculty Senate Council Chair DeShana Collett</b>
<input type="checkbox"/> Sandra Shuffet, MD	<input type="checkbox"/> Elizabeth Baker	<input checked="" type="checkbox"/> Azetta Beatty	<input type="checkbox"/> Jay Blanton	<input checked="" type="checkbox"/> Gail Carbol
<input type="checkbox"/> Darin Cecil	<input type="checkbox"/> Angela Croucher	<input type="checkbox"/> Alex Dixon	<input type="checkbox"/> Rebecca Dysart	<input checked="" type="checkbox"/> Jody Ensman
<input checked="" type="checkbox"/> Brenda Heeter	<input checked="" type="checkbox"/> Angela Martin	<input type="checkbox"/> Katie Hardwick	<input type="checkbox"/> Tammy Akin	<input type="checkbox"/> Bill Verble
<input checked="" type="checkbox"/> Steven Ivey				

Agenda Topics Covered		
Task ID	Agenda Item	Presenter/Facilitator
1	Call to Order/Approve Minutes	O. Ellis
2	President's Report	E. Monday
3	Trustee's Report	D. Melanson
4	Special Election – Treasurer	C. Larmour
5	Officer Reports	O. Ellis, C. Chafin, S. Steen, C. Larmour
6	Committee Reports	Committee Chairs
7	Discussion – Bylaws Vote & IFRA Discussion	O. Ellis
7	Items from the Floor	
8	Adjournment	O. Ellis

Action Items		
Item	Assigned to	Due Date

Notes	
Topic	Discussion
1. Call to Order/Approve Minutes	<ul style="list-style-type: none"> <li>Meeting called to order at 1:06 pm</li> <li>Minutes were approved without revision.</li> </ul>
2. President's Report	<ul style="list-style-type: none"> <li>Dr. Monday provided the update.</li> <li>Couple updates               <ul style="list-style-type: none"> <li>The Legislative session is almost finished. The session closes on April 15<sup>th</sup>. They'll have some time on Friday and Monday to take some final actions, but as it relates to the budget of the University of Kentucky, in higher education, we feel like it's about 99.9% complete.</li> </ul> </li> </ul>

- When we are looking at our operating budget, we should expect about \$11M increase in that operating budget. That's about 4%, which is more than inflationary increase to the base budget and added roughly \$5M more to their performance funding to move that poll to about \$105 million. That could mean maybe \$1 million more for the university out of that performance funding. There are \$10-\$12 million in additional appropriations for operations at the institution. We appreciate that there were different proposals throughout the legislative session that would have provided more and some, I'm sure, that would have provided less. So, I think we should be very pleased with our policy leaders, our governor, and the branches of government that had a huge impact on that budget from an operational standpoint.
- 2) Capital Budget: there are two significant opportunities and broader multi-line approvals. The broader multiline approvals we must seek approval for every project, any project, over \$1 million dollars regardless of the source of funds. Debt has to be approved at the legislative level regardless of the source of funds. We received the requisite approvals that we were looking for all those projects that include the Chandler expansion project. The funds for this were all university dollars, but the approval granted was critical. We also received \$200 million of \$285 million for the College of Agriculture, Food and Environment to move Garrigus and a new Ag Research building. There are some exciting plans for that facility and Dr. Cox and her team have been engaged and involved, including the possibility of greenhouses on the roof. The structure will be part of the new Agricultural Core – think about Cooper down to Alumni being all part of CAFÉ. Additionally, the state has provided funding for asset preservation. For example, the updating of Whitehall Classroom Building where the state provides 75% of the funding that we do not have to pay back, and the university provides 25%.
- There were bills that a lot of us were watching and concerned about. The DEI bill did not pass. No gun bill passed. At one time we were monitoring about 100 or so. Much appreciation to Jennifer, Tom Harris, Jay Blanton, and the governmental relations team for their hard work.
- Because of our knowledge of the budget, we were able to move aggressively on our compensation plan. That information was released on Monday in a well written email by Dr. Capilouto and that investment is going to be direct compensation of over \$18 million this year, a very good number. Rules about raises will be allocated will be sent out shortly as we are reviewing the final draft of those. You will also have a nice timeline to look at how to implement those raise strategies within your units. The \$18 million does not include the increase in our health insurance plans. That

was an additional \$9 million. So, \$27 million went directly to our people.

- Where we stand in our shared governance project which is our Accelerate Project Group 5 and the President's interactions over the last few months. Now between the February meet and the upcoming April Board of Trustees Meeting which is 2 weeks from Friday. This meeting will be full of vigorous conversation. The President completed a 2<sup>nd</sup> round of feedback with four groups, The Executive Committee, the Executive Committee of the Staff Senate, the Executive group of the Senate Council as well as the Student Government Association, and those in group #5. That group has been led by Lisa Cassis and Penny Cox and have been working on this project since September, so that feedback cycle is complete. The President is now taking a look at all the notes compiled and the themes based on that feedback and he and expects to post a second draft of the principles later today or tomorrow morning. They'll be open for another 4-5 days for feedback from the entire campus and will close next Wednesday because Dr. Capilouto has to upload the Governing Regulations he wants to suggest to the Board of Trustees. There are some things that are extremely important and I hope you've seen in that within this feedback cycle, and what I expect that you're going to continue to see:
  - We need more voices around the table. One of those voices is your voice. How can staff have more of a defined and understand the value of this body. Here you have a Staff Senate, and some of you know the amazing history of the creation of this body, and how that was challenged for so long to even get created. So, how do we honor that and develop that even more?
  - Another voice is our students. The SGA passed a resolution at their formal meeting that expressed some significant support for the process. Should get that formally soon and will share with Chair Ellis. But our students want a voice, they deserve a voice and how do we ensure that?
  - We have a body that is called the University Senate, but it is a Faculty Senate. So how to do we call it? By what it is?
  - I think you'll continue to see that as one of his recommendations, how do we think about some group called the President's Council? This has led to vigorous conversation on how people are chosen and this is really critical for us to understand what things are and what things are not.
    - The President's Council is another feedback cycle in that it does not replace the Staff Senate, University Senate, or SGA. It's a defined opportunity to get feedback on direction of strategic plan, adjustment in priorities, etc. How we provide input to the president? There will be the same number of seats for faculty, staff and students. The Board of Trustees make the final decisions

regarding the university as they are publicly chosen and appointed by our governor.

- Questions:
  - C. Harper: You had a tagline regarding the changes for the College of Agriculture, Food and Environment as well as Healthcare that was Online in 2029. So, where do we stand on this timeline? This affects me, so I am curious.
    - E. Monday: For the Chandler expansion, we expect to open the first phase in 2029. There are people I work with that would like that to be a date after 2029, but our goal is 2029. We will not achieve that goal of course, unless we can ensure that the facilities that are within that zone are available at other places on our campus. So that's why this, as you know, Ag research building is so critical. The Barnhart expansion which we've started is so critical. We also have an environmental health and safety facility that is on this same piece of property. So, all of those we call those enabling projects, they must happen. So, if we fall behind on something like that that would impact the channel expansion, timeline.
  - M. Thompson: Fortunate to be on Executive Committee with the feedback sessions and it has really brought a new perspective to me, and the care and passion that you all have as leaders. I just wanted to say thank you in front of our body so that they know we are being heard. I've been here 15 years and I feel this is the most I've been heard in all those years.
    - E. Monday: I appreciate your comments and you have been heard, and you'll continue to be heard, and I appreciate you sharing them and look forward to hearing more of those in the future.
  - T. Keys: I want to echo what Senator Thompson said and to also congratulate you and the administrative team for getting through the legislative session. I don't think we all understand how many things were kind of against us when it started, and for us to be able to come through that without having anything kind of go off the rails, and in the meantime just shows how well it was managed. For one thing, I think we have to talk about the fact that it was managed right. Well, people got the information they got, and, unlike other states, we didn't get some of these things that I think are going to be so detrimental to the University of Kentucky moving forward. So just congratulations to you and to all the people who are responsible for making sure that that happens.
    - E. Monday: the president is great at telling stories and people remember stories and the story of Markey is amazing for what he can and does for our commonwealth. Two weeks from today on Thursday April 25<sup>th</sup> will have groundbreaking on new cancer center. Take multiple buildings and put them into one facility. It's going to be multi-story and like 500,000 square feet and will open in 2027.

- T. Keys: Earlier in the legislative session I was asking how we can help you. I hope that Administration will consider letting us partner with you to get the story out and we have stories to tell to help move our missions forward.
    - E. Monday: I think the other thing we need to do is think about it, not just in 2 years. But I'd love us to be is have a better strategy in the off year. So how can we use a year when we're not talking about the budget? And everyone's not super stressed about how you get to the balanced budget to use that as an opportunity to educate and inform and to share a little bit more of our stories in that off year.
  - J. Aaron: I have two questions. The first is the shared governance discussions that will still only apply to those employees here at UK and wouldn't apply to like King's Daughters or anything. Is that still accurate?
    - E. Monday: At this point we're talking about the University of Kentucky proper and the current not, as you may know King's Daughters is a part, a component part of the university. It is let's say it's legal structures under what's called an affiliated corporation. And so that is a little bit of a separation. That is their separate quote, unquote governance of a hospital, a community hospital.
    - J. Aaron: Second thing is that I would encourage the administration to consider feedback whether its funneling through Staff Senate, University Senate, or SGA, But we have these employee affinity groups where employees who identify of a certain community are congregating and discussing like issues or things that go well, things that don't, from their experience as an employee here. So, I would encourage considering how to incorporate those groups and their feedback into the governing structure. I'm not saying they get their own councils or things, but they should be communicating regularly with this new faculty body, this new or you know, staff body, what have you just for those in that group to know if identify, if issues are identified, how do we route them? Think that may be very helpful to consider.
      - E. Monday: How routed now?
      - J. Aaron: right now, if someone brought something to me, I would try to find a person to email and just say, like, Hey, this was brought up to us. Do you all have an answer? Or do you know where I get an answer? It would just be kind of the individuals. I don't know how the other groups would. It's, you know, I can only speak for ours.
      - J. Sumner: Senator Sumner. I'm also chair of the LGBTQ Employee Affinity Group and right now, any issues that are brought up our only formal channels are for the leadership of the individual EAG to take that to the EAG Leadership Council, and then to office of institutional diversity. I think that is our only formal channel currently.

	<ul style="list-style-type: none"> <li>• E. Monday: I'll have that on the list. Thank you for those comments. And I will add to that in the in the areas of primacy feedback that we requested from senators. There were quite a few folks who put in institutional diversity and belonging. How do we make a community? And so once again, I can't guarantee that that would become an area of primacy. But it's very clear that there's a need or a desire for staff in it to better engage with those groups in that office as well. So that's it's not falling on deaf ears.</li> <li>○ C. Chafin: Just a point of clarification for the budget that you said we received approval. It was \$200 million out of \$280 million?             <ul style="list-style-type: none"> <li>▪ E. Monday: It was \$200 million of \$285 million for the ag research facility.</li> <li>▪ C. Chafin: I also want to say, thank you so much for letting us come to you as an executive body, and having us actually feel, feel like we felt heard finally and we look forward to continuing the discussions with you.</li> </ul> </li> <li>○ C. Harper: The stories are important, but Dr. Monday manage the money and we are very appreciative of the work he is doing making sure we are moving forward and are not in the Red.</li> <li>○ J. Aaron: Do we anticipate the comments/email tonight guidance on the selection of the President's Council?             <ul style="list-style-type: none"> <li>▪ E. Monday: will see more guidance and information about that including more clarification. May be something that happens in year 1 that allows us to clean/clear up. Feel confident that staff senate as a body will have more input in choosing the representatives for the President's Council.</li> </ul> </li> </ul>
<p>3. Trustee Report</p>	<ul style="list-style-type: none"> <li>• Dave Melanson provided the update.</li> <li>• Interesting week at the University of Kentucky.</li> <li>• Shared earlier this week the schedule for the April 25-26 for the Board Meeting. All sessions are open for attendance. Let Dave know if you're going to come so he can swing by and say hello.</li> <li>• Some of you on the EC have had feedback on shared governance and if you have feedback on that, please feel free to share with me, but the EC has a lot of knowledge that information that he does at this point. Try to spend more time with Staff Senate before the board meeting in regards of shared governance.</li> <li>• Nothing to update from the Board perspective.</li> <li>• Confer degrees in the April meeting. – let him know if you're going to graduate</li> <li>• Questions:             <ul style="list-style-type: none"> <li>○ P. Gibson: What will the actual process for being hired as the coach of the basketball team?                 <ul style="list-style-type: none"> <li>▪ D. Melanson: Mitch Barnhart will take the lead for that search working with the President and his team. They will try to find the best coach they can for the job at the time. No matter what the sport we follow the same process. Find Coach, come to an agreement, contracting/legal,</li> </ul> </li> </ul> </li> </ul>

	<p>background, once in place they notify the Board of Trustees chair and Dave as the Chair of the University Athletics committee.</p> <ul style="list-style-type: none"> <li>▪ P. Gibson: BOT doesn't go out and hire that person?</li> <li>▪ D. Melanson: So, the Board of Trustees approves the salaries of all employees hired at UK, but that is submitted by Human Resources once a quarter for Board approval. However, the Board only hires one person at the institution and that's the president. So, we don't actually vote to approve coaching hires. Every institution is different in their hiring policies for coaches.</li> </ul> <ul style="list-style-type: none"> <li>○ M. Adams: Did you ever hear back from consultants about Staff Senates from the last main body session? <ul style="list-style-type: none"> <li>▪ D. Melanson: haven't completed the report yet and they aren't quite done.</li> </ul> </li> <li>○ Chat Question: Will there be a separate message to faculty and staff and students like they did last time?</li> <li>○ D. Melanson: Last time we spoke with Eric specifically about that communication. We haven't had that chat this time, so I don't know but know that last time it was not meant to hide anything from any group. It was meant to highlight things for that specific recipient in case they didn't want to read the full document. So, I don't know if there will be unique cover letters, as it were, last time, or if it'll all be the same. But we'll see.</li> <li>○ T. Keys: just wondering if the Board of trustees is having any types of anticipation or conversations about the shared governance, because we've had so much. There's been such a flurry on our campus, you know, every day it's and I'm not complaining. We need to have as much information as we can get. But we're getting things all the time about it. Meeting minutes, all kinds of stuff going on. And I'm just wondering if there's any sense of anticipation. Or is the board just going up? We'll get it when we'll get it, and then we'll see what happens with it. <ul style="list-style-type: none"> <li>▪ D. Melanson: No, I think the Board's very engaged. I've talked to several board members individually about these, a variety of these topics. So, what we're doing just to let you know, we're getting the same email communications that that campus receives. So, we receive those again like just again a couple minutes before campus receives them. So we get that same document, for instance, we'll get that document this evening or after whenever it comes out. And then we're having kind of some smaller sessions, just to kind of break down some of the just I'd call it governance one oh one. So, some of the stuff, especially for non-UK elected board members. So that would be basically the non-student government, the 2 faculty representatives and staff representative. Some of the stuff is kind of different for trusts for other trustees, the other 16 that aren't. They aren't here on a day-to-day basis. They don't know what our grs are. What does that do? What does that authority do? What are the errors? What does that do? So, kind of</li> </ul> </li> </ul>
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	<p>breaking that down I had in my session yesterday I learned I knew. So, yeah, we're getting that information. Of course, there's a lot of chatter about it frankly, between again within the board. So I get calls about staff. I got some text today from other folks one of a fellow trustee text me, said, Are you chair of Staff Senate? I was like no, but that's a good question, right? They could look at this up and find out. But I was like, no, I'm not, explained my relation to Staff Senate. Happy to do that! And then how the Staff Senate chairs elected and just, and what Staff said it does right, you know. So again, I know you can find all that on our wonderful Staff Senate website, but they but that's but you know they're asking me. They'll ask me questions like that. Right? So. And I'm sure other conversations are happening with other say, student government or others, too, that I'm assuming that's happening with some of those folks to get more information about how they function.</p> <ul style="list-style-type: none"> <li>• We are going to confer degrees at the April meeting, which is always a great experience.</li> </ul>
<p>4. Treasurer Election</p>	<ul style="list-style-type: none"> <li>• K. Grey must step down due to other work commitments. Discussed with Bylaws Chair K. Hahn and Parliamentarian C. Larmour and we are holding a special election.</li> <li>• C. Larmour: this election is for a person to complete this fiscal year term – through 6/30/2024. There will be another election in May for the 24-25 academic year.</li> <li>• Nomination for C. Harper by M. Adams, accepted by C. Harper.</li> <li>• Ben Rice nominated himself and declined to give a platform statement.</li> <li>• C. Harper gave his platform statement.</li> <li>• Need 73 votes for a single candidate to win the election. <ul style="list-style-type: none"> <li>○ Since the first vote did not have a clear winner, a runoff was held.</li> <li>○ Senator Rice has withdrawn his candidacy; however, Senator Harper must win with 73 votes. <ul style="list-style-type: none"> <li>▪ 82 votes received; thus Senator Harper is the new Treasurer</li> </ul> </li> </ul> </li> </ul>
<p>5. Officer Reports</p>	<ul style="list-style-type: none"> <li>• Chair: O. Ellis <ul style="list-style-type: none"> <li>○ Start her report with a presentation from HR regarding Open Enrollment presented by Steve Ivey. <b>Pull from recording</b> <ul style="list-style-type: none"> <li>▪ Open enrollment dates: April 22 – May 3 – shorter by 3 days than previous open enrollments. This is a once-a-year opportunity to change health, dental, and vision plans. Enroll in flexible spending (need to re-enroll each year)</li> <li>▪ Key themes <ul style="list-style-type: none"> <li>• Seeing more claims overall leads to increases in health care costs.</li> <li>• The monthly cost employees pay will also increase.</li> <li>• Increases are smaller on the HMO and Saver plans, with greater increases to other plans.</li> <li>• No reductions in benefits</li> </ul> </li> </ul> </li> </ul> </li> </ul>

- UKHC is working to expand access to primary care.
- Communication Plan
  - April 1
  - Mid- April
  - Early to mid-April
  - Mid-April
  - April 22
  - May 2
- Health Insurance Plan Rates
  - Figures are available on the open enrollment website.
- Additional Support from HR benefits:
  - Website: [hr.uky.edu/oe](http://hr.uky.edu/oe)
- Main HR Benefits phone number and email
  - 859-257-9519, option 3
  - [Benefits@uky.edu](mailto:Benefits@uky.edu)
- Employees can set up 15-minute individual consultation sessions to discuss options and plans with an HR consultant.
- Webinars
- Open Houses
  - 10 in person
  - 2 virtual in collaboration with Staff Senate
- Questions:
  - J. Aaron: For the open houses can employees get consultations during the open houses or are those separate?
    - S. Ivey: So, we will have benefits, representatives available at those to answer questions. Honest answer is, some of that may depend on just how well attended they are, so I'm sure if there, if there are few people there, they would be more than happy to spend several minutes and answering questions individually with folks if they are, if they do have larger attendance where they're not able to do that. That's some great feedback I'll I will see if we can investigate at least being able to schedule folks while they're there at the Open house.
  - J. Sumner: I know you mentioned earlier on in the presentation. There wasn't a significant reduction in coverage on the plans. Is there a summary of any changes? So, if we do plan on staying on the same plan changes from other than price from last year to this year?
    - S. Ivey: I will let my benefits colleagues confirm, but I believe, for all the plans. The

	<p>only difference this year is that monthly rate.</p> <ul style="list-style-type: none"> <li>• K. Beverly: Can you provide any information about dental and vision plans?             <ul style="list-style-type: none"> <li>○ S. Ivey: No changes in costs or coverage for 2024-2025</li> </ul> </li> <li>• E. Wilson: Mentioned we are self-insured. Is there a way to make our healthcare more efficient and to cut our costs and make things more economical? How can we save ourselves money if we are self-insured?             <ul style="list-style-type: none"> <li>○ S. Ivey: I think that's a great question. And I think we've talked a lot about kind of figuring out what we can do on our end to explain a little bit more what that means. That we're self-insured. I think that's great feedback. And I'm certain our benefits colleagues have taken note of that. I think some of it. You know, we can probably look at how that's handled from our end. So, we use Anthem as our administrator. So we're self-insured. But they help us administer our plans. I think things that can be done on that end, I think, you know, like I said, I'm sure benefits colleagues are taking note, as far as the actual healthcare system. I think you're right. I think there's probably a lot of inefficiencies in there, and always willing to take a look at what we can do from that from our end.</li> </ul> </li> <li>• J. Aaron: for a benefit with the MPM Group. Are there things that we need to know that may affect us if we don't update?             <ul style="list-style-type: none"> <li>○ S. Ivey: I'm Coleman with the UK benefits office. I believe what you're referring to is short-term disability. Yes, that is all through the NPM group. And essentially, the way that it works is information is sent over to the NPM group every year, and it does require that, you know, sort of employees confirm that that's the one benefit that you do have to sort of check in if you do have a raise but otherwise most of your other benefits should automatically adjust.</li> </ul> </li> <li>• T. Miller: With the increase in cost, is there an increase in benefits? Specifically, medications have had some constituents request certain medication and were told from HR to contact Staff Senate to get those added/updated.</li> </ul>
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- C. Simpson: main benefit is the HMO is going to cover infertility, but otherwise there is no increase in benefits.
- T. Miller: so, to clarify, no medications have been added? Because I have a we have a lot of constituents that are on specific medications, and even with specific diagnosis, there's still issues and getting them covered.
- C. Simpson: No.
- T. Miller: How do we go about getting them added?
- Chair Ellis: Tiffany, if there's anything that you feel like you are still hearing widely about, I encourage you to share that with me directly, or you can share that with Amanda Biddle, the chair of our benefits and Compensation Committee. And we also have some Senators on the higher University benefits Committee who I communicate with and who meet with our HR Partners and our Senators on its on our internal committee regularly.
- J. Howard: There are some physicians outside UK that I still see and because of that I have the PPO plan and that's a substantial increase. Has there been considered adding an additional plan for people who use UK for the bulk of their providers and a few outside the UK system?
  - S. Ivey: I cannot speak specifically as to any discussions about adding any new plans, or anything like that. Coleman certainly weigh in on this as well. But I know one thing to potentially explore. It's not for everybody, but another potential option is the Health Saver Plan which does give access to anybody within that anthem network of providers. Like the PPO plan. There are issues there with deductibles and a health savings account, and how that all comes together. But for employees like yourself, who are maybe looking at those increases on the PPO plan. That could be one potential alternative to look into.
- K. Moore: Is there a benefit council who can help someone review HMO vs. Saver vs. PPO, etc.? Is there a resource or calculator where they can do comparisons?
  - S. Ivey: I think that's kind of the intent of those 15 min consultations that we're trying

to offer this year. So, if you call our benefits office, they would be more than happy to schedule one of those for anybody who is trying to think through those kinds of things. That's exactly what they're intended for, because there are lots of factors in terms of how much you pay each month versus how much is your deductible that you have to meet our team doesn't have access to specific, you know, individual claims for anybody, but if you are aware generally of kind of what you have spent in the past, and might expect to spend this year. That'd be a great way to use those consultations to say kind of Here's what my healthcare usage and spending is and they can ask some specific questions to kind of walk through what the differences might be, and how it might be the case. If you move over to the health Saver plan it could be, could be a cost savings for you.

- J. Aaron: how would an employee who is trans how do they identify themselves appropriately. Have medications they are taking that wouldn't be appropriate for their identified gender, but if their sex was changed it would keep them from accessing gynecological care, etc.
  - S. Ivey: I don't have a lot of specifics. But one thing that comes to mind is with anthem as our administrator. They have a program called Inclusive Care that's available to anyone. But it sounds like that might be a good candidate for that person you were talking to get in touch with them. They can help them, I think, navigate some of those issues so that that would be my first recommendation to check that out.
- J. Sumner: Have we looked into and research what an income-based pricing/progressive benefits structure.
  - S. Ivey: not sure if we have.
  - C. Lasley: So, we have had some light conversations and all transparency about it just talking back and forth about what would that look like? One of the limiting factors? It's imprecise. It's hard to know the total household income. It's hard to know the total debt load for the person, so it seems as though, while it is something that some places will offer, it's not something

that I've heard us talk about in any real seriousness because of those limiting factors of it being imprecise.

- I. Jabbour: For the income-driven benefits, it shouldn't be complicated – if someone makes a certain amount they should fall in a certain benefit category.
- J. Fransen: get copy of information?
  - Chair Ellis: I believe so.
- J. Bridge: Has HR benefits considered having open house at UK facilities outside Lexington such as in East/West KY?
  - S. Ivey: that's a great question. So I think that's kind of what we're trying to move that direction with the virtual open houses to remember those folks who are outside of Lexington. So, the opportunity will be there for those 2 sessions that we work with Staff Senate on. That was kind of where that feedback came from, trying to. To make sure. We keep in mind those groups of employees.
- C. Ramey: There is a benefit that UK has for prescription services to help you work through any prescription that's typically not covered by your insurance.
  - C. Simpson: UK Know your Rx can be reached at 859-218-5979.
- A. Eads: More workers choose to work past age of 65 and have go onto Medicare. Are there any allowances for the fact that UK benefits from workers in this category. Other companies give a small benefit to these workers, since you aren't able to participate in any of the other health and wellness plans that other UK. Employees can.
  - S. Ivey: Great question. I'm not sure about that specifically. Again, that's some feedback we'll definitely take note of one thing I'll say, is just kind of specific to the health and wellness opportunities. There are some that are limited to those who are on a UK health insurance plan, but I think the majority do not require that. So even the folks who are working with us past 65, I think, should be able to participate in most of the programs. But if that's incorrect, I will check.
    - Chair Ellis: I can also add that we do have a couple so Ginni Haynes, the chair of our Policy and

Processes Committee, and Amanda Biddle, chair of our Benefits and Compensation Committee are meeting with Melissa Fredericks, who's the head of HR.. Next week to chat about Medicare Meta Gap. I don't know all the exact terms. But talking about this same kind of question. You've raised, Ann,

- Staff Senate is partnering with HR to host some benefits sessions. Should have received an email from Chair Ellis about that prior to this meeting.
  - If you want to volunteer, reach out to Vice-Chair Chafin.
- Board of Trustees meeting is April 25-26, but encourage you to attend if possible.
- Executive Committee has been meeting with the President and Dr. Monday about the shared governance. Conversations are going really well. Have there been moments when we have disagreed? Yes, but they have been open to those disagreements and listened/worked with us. EC got to see a draft of what is coming out today, but there's always a chance that those can be changed. Please send thoughts through forms and methods that they send in that draft of the message. This way your input will be received. We have been part of our shared governance. We have senate members on university committees, etc. and any updates that you can and are able to share are welcome at the main body teams.
- Good news from Bobbi Jo is returning on Monday, April 15, just not at 100%. She will be phased back in and looking forward to having her back. Will be remote for quite a while, but please reach out and say hey and welcome her back.
- The Executive Committee rescheduled their meeting to April 22 at 10am due to the Board of Trustees Meeting taking place during the normally scheduled time; will be rescheduling May Executive Committee because it is currently scheduled during Employee Appreciation Day. Executive Committee meetings are open if you wish to attend.
- Earlier this month we partnered on a human led focus group on benefits. So many of you all may have participated in that Fidelity. Virtual benefits, focus group that was led by AI and we got a lot of feedback that people really wanted a human connection with for one. So, we did host one of those, and we had about 12 or 13 Senators on that call. And it was really a positive conversation. We talked about a range of things from health benefits to retirement, education program, the realities of folks who are not in Lexington Fayette, and how the benefits that are currently offered serve some and not others. So, it was a really great conversation.
- May Main Body Session will host our Officer Elections. Because it will be online – encourage people to attend via Zoom. Will need people to be online on computers to vote.
- Questions:

- J. Sumner: With regards to the shared governance,
- and it's been great that we've had the opportunity for all of this feedback are we looking? I would be interested in moving to do this as well. Not entering a motion yet just yet, to have a resolution for the body to respond like the student government body has also done as part of GR13. We do have that right as a Senate body.
  - Chair Ellis: here have been people who have spoken to me about it. There is not currently a committee or an individual who is working on it. However, should there be someone or a committee who does feel strongly about it, I would encourage you to look into the guide that was written for how to write a resolution, and I would encourage you all to if you were to make a motion today, we could. However, I would say, it's important that we see this second draft that comes out. I wouldn't want us to say we do, or we do not approve it, and then see the second draft and change our opinion on it. So, because that's coming out today, I would caution against movement on it today in this space, without time to read through that. But to your point, Senator Sumner, we absolutely could and if the body does feel strongly about the way it's happening, then absolutely, we can work on that. Write that up. We just wouldn't be able, you know, we'd have to be at another main body session to review and approve it.
  - J. Sumner: would move to appoint to a committee to draft that resolution
  - C. Larmour: You've kind of beat me to the punch. I was going to bring this up during my officer report that I do have a preliminary draft that I've put together, and I was going to ask for anyone who is interested in providing feedback to contact me so that we can put together an ad hoc committee to assemble that, and with the hope would be to have it ready by the time we have EC on the 20<sup>th</sup>, and then we could take it to the main body in May.
    - Chair Ellis: So, with that in mind, Justin, do you want to kind of hold withhold a motion, since it's already in movement.
      - J. Sumner: Yes, I hold.
- M. Trudeau: And as part of that I was really curious, because I know in part of that with the President's Council, they're talking about staff members. So, I feel like a part of that resolution, whatever it be, should be on how those members are selected. And I wasn't sure I knew. Dr. Monday said that he met with the Ec. And it sounds like, maybe you guys talked about and I don't know if you guys are able to share any of the stuff you talked about



regarding that conversation from your conversation with him.

- Chair Ellis: So I cannot share specifics, because what we saw earlier this week was still drafted and confidential and was coming out later today could differ from what we saw. So I don't want to set an expectation that is then changed. What I can say is the conversation around the President's Council seats from the Staff Senate side was very much that we want strong representation. We want to be very much involved in who is selected as our representative, who serves in that space like nothing, is firm right now, other than the leader of the shared governance group would definitely be one of those people. But for the other seats it's still up in the air, and we voiced very strongly that, however that person, those other people, are decided, there needs to be involvement from the shared governance body, and we talked about a variety of different ways that could happen. So just like you, I'm interested to see what comes out later today. And then I think we can, you know, address that through a resolution, through further conversations with Dr. Capilouto and Dr. Monday. If I could share more I would, but I don't and I want to tell you one thing and something else come out later today.
- G. Haynes: Yeah, I just wanted to throw out that the students did their resolution last night, but the faculty also did a resolution. So I'm strongly in favor of us doing one.
  - Chair Ellis: I don't have a copy yet of the final faculty resolution that went through but once I have the final draft of that, the final version that was approved. I'll send that out to you all as well, so you can see what other groups are thinking about it.
- K. Pickett: do we know what issue the Board of Trustee and President are trying to resolve with these changes? Why not add staff and more students to university tend to have more people in the conversation rather than only 3 of each.
  - Chair Ellis: So the shared governance system we have right now is separated. There's a student body, a staff body, and a faculty body. There has been. There have been some folks who have asked for one unified body and there have been folks who have been very adamantly against one unified body from my perspective, and from what I've heard from senators and from staff members. There is more concern that a unify that one

singular body would result in one group being louder than others, or another group being louder than the other 2, or this group being louder than that group. The only place for shared governance to happen. It's just a place, for it's a common table being created, so that if there is, if there is a topic that impacts all of us. I actually spoke with Dr. Monday about this last night. Artificial intelligence was an example he gave. Artificial intelligence is impacting the classroom. It could impact jobs. It could impact learning. That is something that is large that needs input from all groups. And our groups would still talk about that individually. This President's council would include leaders of our groups, but also folks from expertise areas in that topic. So it is not meant to supersede the shared governance groups. It's meant to be one more, one more space where they can get a robust conversation and feedback from representatives across the board at UK. So, while there had been some discussions of what if we just added more students and staff to the University Senate. The biggest concern is that there are topics that need attention and voices that need to be heard on those topics, that there is worry that they will be quieted in in one large space. So I'm happy to answer more about that, or chat more one on one offline if you have those kinds of questions and concerns. But that's where we are. And that's why we're still focused on the 3 groups that are still allowed to collaborate. I think that's an important thing. So, if you know, in Staff Senate one of the areas of primacy they're looking at assigning to us is benefits and compensation. Right? That's an area that we would have high engagement with HR on. We'd have high engagement with the budget. But we're not the only ones who get paid here. Staff are not the only ones who have benefits here, and so do faculty, so do our student workers. So do our graduate students, our teaching assistants, so many people. So, if since it's our area of primacy, we can bring those people into our conversations, we can add them to our committees. We can make them ex officious. We can consult them when neat, like. There are so many ways that we can collaborate with these other groups. But it's our responsibility to do that. And I think Staff Senate has been open to collaboration in the past. This sets us up for a really great way to be able to lead that collaborative path forward. We don't have voting

faculty members in it, but doesn't mean we can't have faculty members involved in our committees doesn't mean we can't have students involved in our committees in our events. So just consider that as we would have primacy on certain areas, we can still collaborate. And this President's council is just another way for him to hear more. It's not a way to get rid of us.

- C. McCalla: Like the idea of the resolution and would like to help. Clarifying question – will have primacy over certain issues? How would that that get to the President.
  - Chair Ellis: the language is misleading – because it says through the EVPFA – it's codifying someone in the President's Circle that can get the information from him. It's not removing our relationship with the President, but solidifies we always have someone to get info to him.
  - C. McCalla: I think that the accountability piece is important. So, we know through elections like, if Staff don't like the work that I'm doing to represent them as a senator. I cannot be elected, or I can be. There's by laws that can impeach us. So I think that would be one of my biggest questions for those other 2 positions that are chosen. What is the accountability to the people that they are representing to make sure that they are doing their job as representatives on that President's Council. I think that is something I still haven't gotten clarity on. If, as I think they're all still trying to figure out what those look like, but I think is something that's very, very important for us to keep in mind, if, especially as we think about this resolution.
    - Chair Ellis: Yeah, noted. And the President's council idea overall is still very fluid. It could be 3 people. It could be 3 staff. It could be 5 staff. It could be 3 administrators. It could be no administrators. So, all that is still very fluid. But I've made a note about accountability. Right now. Those folks would not be there forever. It could still change what we saw yesterday and earlier this week was that folks would be on that committee for a year, and then eligible to come back to it.
- B. Lawrence: So, I've not been a part of resolutions with the body. With you, saying that it would have to be voted on by the body, and knowing that this final draft to the board would be going forth like April nineteenth. And these other groups have already gotten there's in before a decisions kind of been made. What would, I guess, be the purpose or the outcome of our resolution. If it is coming

after the fact of something that we won't know what will know at that time with the draft is but will be the point of doing ours afterwards?

- **Chair Ellis:** I would not want us to rush something without seeing what's coming ahead a little bit more the purpose of doing it, even if it's after they have been seen by the board, is still to show the support or the opposition from one of the 3 shared governance bodies,
- C. Larmour: Point of Information: so the draft resolutions will be sent to the Board in April, but they will not vote on the final changes until June. So, this is still within the process. This is just the next formal step.
- Chair Ellis: So they're going to see it. And on top of that EC will meet, and review and vote to approve the resolution at the EC meeting on April 20. So that's not, you know, from the body, but something at that level would be communicated up to Dr. Capilouto and Dr. Monday that this is a potential, so that would be communicated upward, and as Parliamentarian Lamour said, nothing is finalized and voted on until later into the summer, so it's still an opportunity for us to give our support or our opposition to it, and it gives us the time to see what they're about to come out with this week, that's why I cautioned against doing anything today, because we're getting more information today. But yeah, it's still good, and even if we don't pass one. That's okay. It's good for us as a body to have a stance on it. But we do not have to, just because other others have. So, we need to look out for the interest of our 20,000 employees, and the experience that we have had in this situation in this conversation, and if it passes and we are, and we are approving, or we like the way this is going, or if we are in opposition of it, or nothing at all. That's all right. We're having these conversations, and we'll do what the body wants to do.
- R. Earls: if staff are chosen for this Presidential Council, is that for our body, or is it for all of staff? The 20,000 people can run because we have to remember that Dr. Monday is also staff and all of leadership that we have now is also staff. So, is that going to be part of that?
  - Chair Ellis: Yeah, so it's a fair question, and y'all the President's counsel is still very fluid. I can't give you a yes or no, Rebecca, because it's still very fluid. And what I do know is that the President wants the President's Council to empower the voices of folks who are impacted by the decisions

made staff students faculty. My understanding is that it may be primarily Staff Senate who are on the staff. It could also be some folks who are not. The idea being that we have 20,000 staff members here. Right? We have 130 to 150 on a good day, senators that's a small number, and we do a great job. But there are folks who have expertise or who are engaged in other ways with leadership and with decision making on campus, so this President's council once again is not meant to usurp the shared governance bodies. It's meant to be one more space where a variety of expertise and a variety of realities and experiences can come together. So just like right now on the University benefits committee, not our internal one, but the University one. There is a range of representation on that to advise our human resources. So just like right now on the University benefits committee, not our internal one, but the University one. There is a range of representation on that to advise our human resources. It's similar in that kind of way that it could be all staffs in it. It could be a mix of staff in it, not staff in it. Either way. We will play a big role in that. But I can't tell you right now exactly what that'll look like, because I don't know yet. but I do know that they're listening, and they're open to that discussion. So, when we see what comes out, if you like it. give that feedback. If you don't and have ideas, give that feedback. I know this is where everyone has a lot of questions here And I wish I had more. But we still talk like Dr. Monday said it wasn't. It's not written yet, like they. They're still trying to clean up the draft we saw earlier this week. So, this is still very much being developed.

- Vice-Chair: C. Chafin
  - No Report
- Secretary: S. Steen
  - No Report
- Treasurer: K. Grey/C. Harper
  - No Report
- Parliamentarian: C. Larmour
  - Reminder we will have officer elections at May Main Body session. Nominations in advance are due May 2, if not in by then there will be nominations from the floor. Will not be announcing until after May 2. Always good to have more people running.
  - Officially go by the bylaws the Chair has the power to create an ad-hoc committee. Asks Chair Ellis to create an ad-hoc committee for the resolution and will work with C. Larmour to work to form the committee and will run through the creation and vote.

<p>6. Consent Agenda</p>	<ul style="list-style-type: none"> <li>• Consent agenda approved unanimously.</li> <li>• Pulled reports: Employee Engagement, HAC <ul style="list-style-type: none"> <li>○ Employee Engagement – M. Thompson <ul style="list-style-type: none"> <li>▪ Upcoming events: <ul style="list-style-type: none"> <li>• April 19 - Brown Bag Picnic – Senators only</li> <li>• May 16 – Trivia Night – Senators Only</li> <li>• May 21 – Virtual Pep Rally – All Staff</li> </ul> </li> <li>▪ Outstanding Staff Senator award – unfortunately the Chair is not eligible for the award. <ul style="list-style-type: none"> <li>• P. Gibson: are ex-officious eligible for the award?</li> <li>• Chair Ellis: they must be current/active senator, excluding the Chair.</li> </ul> </li> </ul> </li> <li>○ HAC – A. Hornsby <ul style="list-style-type: none"> <li>▪ Did not have a meeting this month and are waiting for an update with transportation. Just finished training for The Loop and can now begin publishing information for Staff Senate in the UKHC The Loop. Can put things in the calendar, etc.</li> </ul> </li> </ul> </li> </ul>
<p>7. Discussion – Bylaws Vote &amp; IFRA Discussion</p>	<ul style="list-style-type: none"> <li>• Bylaws Vote <ul style="list-style-type: none"> <li>○ Discussed last month and Bylaws K. Hahn has asked to remove this vote from this month's agenda. Since we are going to get more information regarding shared governance the discussion will be moved back to the Executive Committee and may be brought, if needed, in the May or June meetings.</li> <li>○ If there is no opposition, it will be removed. There was no opposition, so the item was removed from the agenda.</li> </ul> </li> <li>• IFRA Committee Discussion <ul style="list-style-type: none"> <li>○ Concluded that IFRA is not serving the intent for which it was created.</li> <li>○ Discussion with the Faculty Senate Chair of this committee. The Executive Committee voted to disband this committee starting in the 24-25 fiscal year, but it is still up to the main body to make this decision. The committee will stay in place through June 30, 2024. Have been charged with some future planning. If we disband it, the faculty senate will remove theirs as well.</li> <li>○ Question about a vote to dissolved: <ul style="list-style-type: none"> <li>▪ M. Adams: I was here when the committee was created and a knee-jerk reaction to something that happened around 2005-2007. It has served its purpose and honestly should have been removed years ago.</li> <li>▪ J. Aaron: Is there a specific plan on how current committee members would be reallocated? <ul style="list-style-type: none"> <li>• Chair Ellis: Members will stay until the end of the year. Each year we re-assign based on preference and IFRA will no longer be an option. Are welcome to serve as ex-officious for the rest of the year for other committees.</li> </ul> </li> <li>▪ E. Wilson: Have served on that committee many times. This conversation has been the same conversation no</li> </ul> </li> </ul> </li> </ul>

	<p>matter who is serving as chair. In favor of removing this committee. Want us to be cautious about committee sizes – any time there’s more than 10, the larger it is a lot of committee members tune out and then a few do the heavy lifting.</p> <ul style="list-style-type: none"> <li>• Chair Ellis: unfortunately, we only have so many committees and everyone has to be assigned to a committee.</li> <li>▪ J. Sumner: Echo the size of the committees – DEI committee has had quorum twice this year and for such a large committee we haven’t been able to get any information. The larger we grow the more issues we have.             <ul style="list-style-type: none"> <li>• Chair Ellis: I’m working with your committee chair on yours on the specific issue you mentioned. Yeah, we’ll talk about that more cause. I want to be sure we’re focusing on the if for a conversation right now.</li> </ul> </li> <li>▪ J. Howard: Chair of IFRA and wanted to clarify some points that were brought up – we are not going to lose a voice in the budget and finances based on what is going to come out later this year – we might have a bigger voice.</li> <li>○ No need for a motion or second because this is brought by the committee.</li> <li>○ This is a vote for the following change to the SOPs:             <ul style="list-style-type: none"> <li>▪ Remove the Institutional Finance and Resource Allocation Committee from the list of standing committees.</li> <li>▪ This would remove the following sections of the Standard Operating Procedures:                 <ul style="list-style-type: none"> <li>• Article IV Section 3 Subsection 1</li> <li>• Article IV Section 3 Subsection 2a</li> <li>• Article IV Section 7 Subsection 5</li> </ul> </li> <li>▪ The numbering of the remaining SOPs would be rearranged to accommodate these changes.</li> </ul> </li> <li>○ Vote Results             <ul style="list-style-type: none"> <li>▪ 93% in favor of removing.</li> <li>▪ 6% oppose.</li> <li>▪ 1% abstention</li> <li>▪ The motion passes and IFRA will be removed as a committee option in the 2024-2025</li> </ul> </li> </ul>
<p>8. Items from the Floor</p>	<ul style="list-style-type: none"> <li>• K. Hahn: made a motion for a 5-minute break. Seconded by C. Chafin. No opposition. Break until 3:20pm.</li> <li>• C. Ramey: Created a spreadsheet comparing rate increase for the health insurance plans for her local staff in Princeton and added it to our Teams page.</li> <li>• K. Hahn: One Day for UK is next Thursday, April 18</li> <li>• G. Means: This week is UK Pride Week on Campus. Posted on the Teams Page. Clothing drive going on today and viewing party tonight and Gay-La celebrate. Saturday from 10am to 5pm at Bluegrass Care Navigators is a Kentucky health and wellness. LGBT, plus affirming provider fair for all</li> </ul>

	<p>individuals who in our community are welcome, of course, to attend, but specifically, our LGBT plus peers that are looking for affirming healthcare providers. There's going to be workshops all day long. It's going to be a great a great time.</p> <ul style="list-style-type: none"> <li>• K. Moore: Elections are in the process of confirming everyone's FTE and all supervisor emails have gone out but 2. If you're re-running for election and haven't gotten supervisor approval, please get that in by tomorrow. If there are issues, we will contact you when we get the information from HR.</li> <li>• Chair Ellis: Does not plan to run for re-election for this upcoming year. Not a reflection on the senate or discussions happening. Her job responsibilities and Study Abroad have become too much to be 50/50 it the senate. Will be re-running for general membership, and if she is re-elected will serve automatically will be the past-chair. Just wanted to let you know with officer election period.</li> <li>• K. Pickett: Primary Elections for State is May 21<sup>st</sup>.</li> <li>• J. Howard: First time voting for officers, is there a way to make a special request or ask the candidate to give a remark about how they see their role with the potential upcoming changes.             <ul style="list-style-type: none"> <li>○ Chair Ellis: candidates can give a platform statement prior to the election and have written them but would consider Jessica's question when you're creating your statement.</li> </ul> </li> </ul>
<p>9. Adjournment</p>	<ul style="list-style-type: none"> <li>• Motion to adjourn by M. Adams with a second from C. Harper. The meeting adjourned at 3:52pm.</li> </ul>